

MIMH

Presents

*Turning Pain Into Purpose: The Role of
Behavioral Health Specialists in
Decreasing Police Brutality and Police
Killings of Unarmed African Americans*

Presenter

Mark Sanders, LCSW, CADC

An Historical Perspective

The relationship between the police, African Americans, protests and riots

- *Slavery 1619 – 1863 police used to defend the system of slavery, to prevent revolt and escape*



An Historical Perspective

- *Slave revolts*
- *Haiti*



Napoleon
Bonaparte



An Historical Perspective

- *Reconstruction Era 1863 - 1877*
- *Police arrested thousands of African Americans in the South for minor infractions like Jay walking, curfew*
- *In order to continue slavery, African Americans were given long prison sentences*



The 13th Amendment to the U.S. Constitution

The United States Constitution abolished slavery and involuntary servitude, except as punishment for a crime.



Jack Johnson
1871 - 1946

- *December 16, 1908, Johnson became Heavyweight Champion of the World*
- *Riots broke out all over the country after Jack Johnson became Height Weight Boxing Champion of the world
(25 states and 50 cities)*
- *Police arrested Jack Johnson for 'White Slavery Charges'*

Black Wall Street 1921 Tulsa, Oklahoma

- *Banks*
- *Restaurants*
- *Grocery stores*

"A dollar would change hands 19 times before it left the community."

- *Envy of African American success*

Black Wall Street Continued

A white woman accused a black man of grabbing her arm in an elevator. Gunfire ensued, fights occurred, 6000 African Americans were imprisoned.

Police rounded up African Americans and the entire town was burned to the ground

Black Wall Street Continued

- *1,256 homes were destroyed*
- *200 businesses were destroyed*
- *Fires leveled 35 blocks of commercial and residential neighborhoods*

An Historical Perspective Continued

Jim Crow Laws – Police Enforced Racial Segregation

1877 – 1965



Mental Health Protective Factors for African Americans

- *Spirituality*
- *Activism*
- *A sense of 'we-ness'*
- *Movement*
- *Music*
- *Humor*



Moms Mabley



Redd Foxx



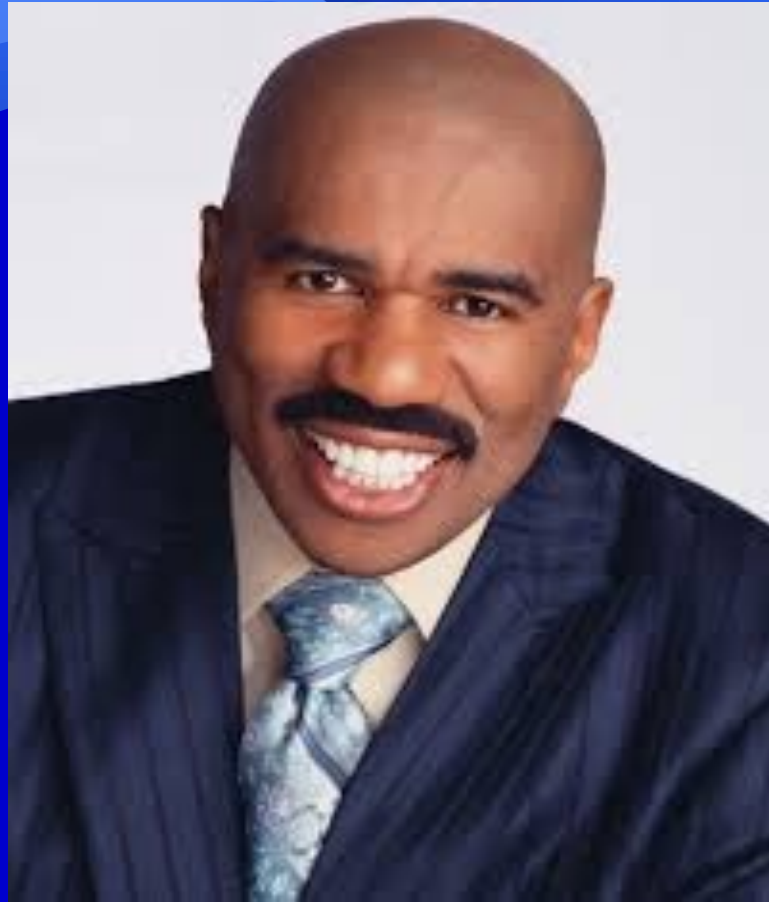
Richard Pryor



Wanda Sykes



Eddie Murphy



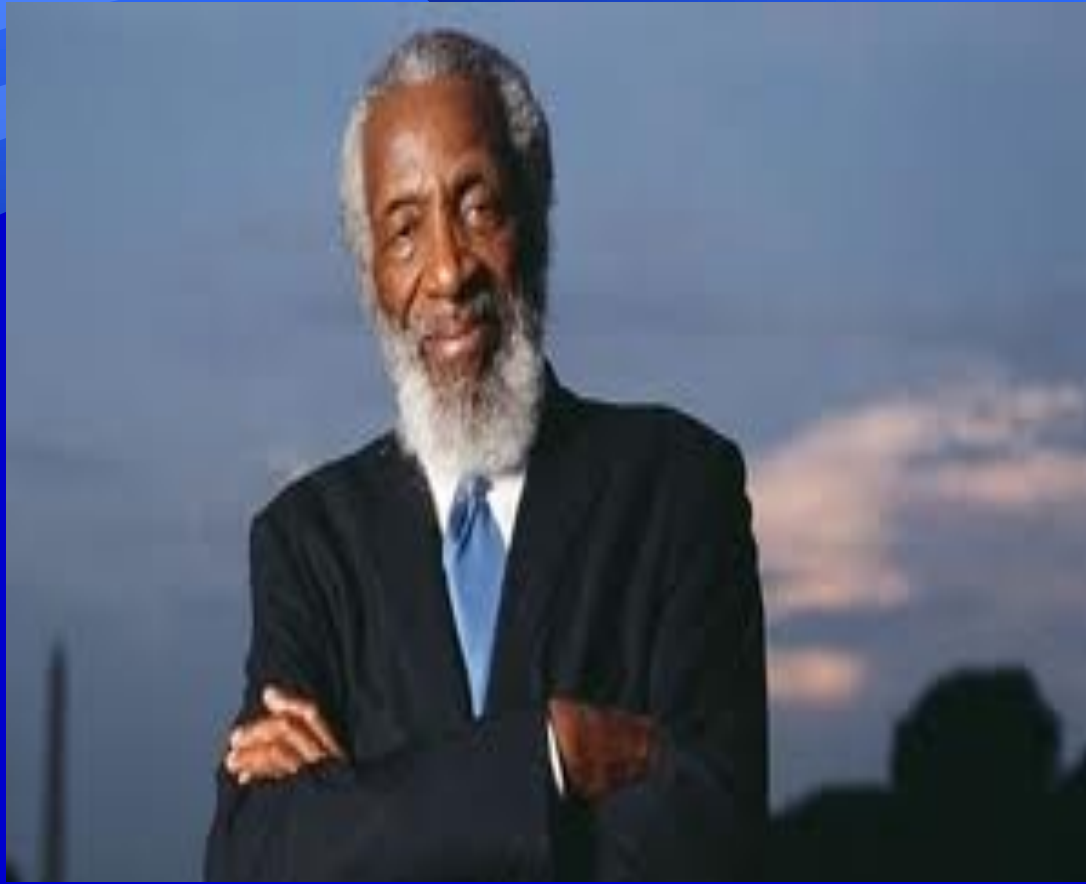
Steve Harvey



Cedric the Entertainer



Dave Chappelle



Dick Gregory

An Historical Perspective

- *Police used to enforce Jim Crow Laws*
- *Police attacking and killing African American Protesters*



Civil Rights Years 1950's – 1960's

Assassinations

- *Medger Evers*
- *John F. Kennedy*
- *Dr. Martin Luther King, Jr.*

Riots broke out across the country

Civil Rights Years Continued 1965 Watts Riot Between the Police and African Americans

- *34 deaths, 1,000 injured, 4,000 arrests*
- *Newark, New Jersey*
- *Detroit, 1967*
- *Chicago, 1968*

Modern Era

- *Rodney King*
- *Repeated police killings of unarmed African Americans leading to riots*
- *2015 Baltimore, Maryland following the death of Freddie Gray*
- *2016 Missouri, the anniversary of the shooting of Michael Brown*
- *George Floyd*

2015 Baltimore, Maryland following the death of Freddie Gray

2016 Missouri, the anniversary of the shooting of Michael Brown

During the protests, following the death of George Floyd, what ran through your minds clinically as you observed police officers interacting with protesters?

What do you see as the role of behavioral health specialists in reducing police brutality and police shootings of African Americans?

14 Point Plan

*To reduce police killings of African Americans,
the role of Behavioral Health Specialists*

14 Point Plan Continued

- 1. Utilize the Keith Payne, PH. D. video simulation as a pre-employment tool*
- 2. Examine the psychological screen and who conducts the screen*

A psychological firm paid to evaluate troubled Baltimore Police, including a lieutenant charged in the killing of Freddie Gray, is under investigation by the city and has been put on probation by the state for cutting corners in its mental health screening of officers. An investigation showed that the companies screeners were completing evaluations of potential officers mental stability in 15 minutes instead of the 45 minutes required by the state. Experts say 15 minutes is far too short to adequately conduct psychological assessments.

Associated Press, August, 2015

Points to Ponder

- 1. Does the department use a bidding process to select the organization(s) to do psych screens? Are they searching for the cheapest or the best?*
- 2. Are the staff conducting the screens over worked because of high volume screens?*
- 3. Individuals with erratic mood swings, narcissistic entitlement or extreme prejudice beliefs can slip through the cracks and pass the screen.*

Laurence Miller, PH.D, Forensic and Police Psychologist. 5 Questions Answerer About Pre-employ Psych Testing for Cops

Recommendation

African American psychologist develop a psych test which examines attitudes, beliefs, implicit bias of African Americans

14 Point Plan Continued

3. Look at the polygraph exam

Polygraph Questions

Partial List of Questions

Background Information

- *Have you listed your correct name on your application?*
- *Have you ever used any other name for any purpose?*
- *Have you ever had a drivers license in any other name?*
- *Have you ever been rejected by a law enforcement position in the past?*

Polygraph Questions Continued

Partial List

Employment Background

- *Have you intentionally left out any part of your employment history?*
- *Have you ever been dismissed from a job you have held?*
- *Have you ever been asked to resign from any previous employment?*
- *Have you ever been asked to resign in lieu of being fired?*

Polygraph Questions Continued

Partial List

Financial Information

- *Have you failed to list any current debts in your application?*
- *Have you withheld any information about your financial status?*

Criminal Behavior

- *Have you ever been arrested for anything that you have not listed?*
- *Have you ever committed any serious crimes you have not listed?*
- *Have you ever shoplifted anything?*
- *Have you ever stolen any private property?*

Illegal Drug Use

Partial List

- *List all the illegal drugs you have used and the date of use*
- *Other than by prescription or over the counter medication, have you used any drugs during the last year?*
- *Have you ever said or given illegal drugs to another person?*
- *Have you ever been involved in any illegal drug transactions?*

Polygraph Questions Continued Partial List

- *How often do you use alcohol and how much do you drink when you use alcohol?*
- *Have you ever been arrested for drunk driving?*
- *Have you withheld any information regarding your use of alcohol beverages?*

Polygraph Questions Continued

Partial List

Illegal or deviant sexual behavior

- *How many times per week do you watch pornography?*
- *Have you ever viewed child pornography?*
- *Have you ever had sex with an animal?*
- *Have you ever had sex in public?*
- *Have you ever had sex with someone who is underage?*
- *Have you ever forced someone to participate in a sexual activity?*

Where are the racial attitude questions on the polygraph?

How About These Questions

- 1. Do you think some cultural groups are more criminal than others?*
- 2. Do you think some cultural groups are less human than others?*
- 3. Have you ever verbally assaulted someone solely because of the color of their skin?*
- 4. Have you ever physically assaulted someone because of the color of their skin?*

Race Questions Continued

- 5. Are you or have you ever been a member of a hate group?*
- 6. Does dark skin frighten you?*
- 7. Do you fear African Americans?*
- 8. Do you despise African Americans?*

Race Questions Continued

- 9. As a police officer do you think you would draw your gun on members of certain cultural groups faster than others?*
- 10. As a police officer do you think you would shoot members of certain cultural groups faster than others?*

14 Point Plan Continued

- 4. Administer the ACE's during the physical exam.*

14 Point Plan Continued

5. Add a self-esteem screen

6. Add a stress tolerance test. How long does it take the candidate to become calm after viewing stressful situations?

14 Point Plan Continued

- 7. Pair new officers with limited experience in the areas they will service with experienced officers from those communities for two years.*

14 Point Plan Continued

- 8. Make special efforts to recruit offers of color similar to efforts to recruit school teachers of color in elementary school*

14 Point Plan Continued

- 9. Find out if there are barriers to officers of color being hired.*

14 Point Plan Continued

- 10. Utilize police social workers. It is unfair to expect police officers to be therapists*
- 11. Provide regular stress management, check up as a part of a annual medical exam*
- 12. Burnout prevention and compassion fatigue training*

14 Point Plan Continued

- 13. Organize town hall meetings with political candidates. Find out their position on police related matters prior to election*
- 14. Advocate for needed change*

The Five Things It Takes to be a Great Advocate

- *Passion*
- *Courage*
- *Faith*
- *Love*
- *Inspirators*

Source: Derrick Bell, JD, Faces at the Bottom of the Well



Gandhi



Dr. Martin Luther King



Pee-wee Reese



Malala Yousafzai

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That's all Folks!